



Workplace Bulletin

September 15, 2011

Également disponible en français

The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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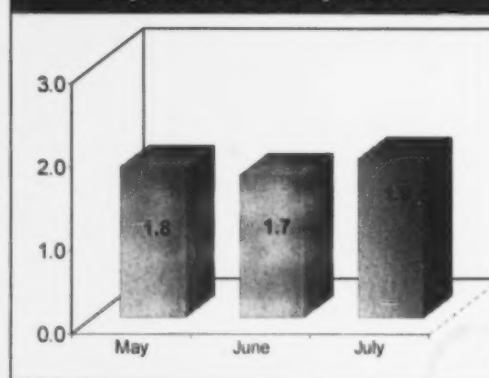
Canadian labour in profile: Wage adjustments, July 2011

Major collective bargaining settlements reached in the month of **July 2011** provided base-rate wage adjustments averaging **1.9%** annually over the contract term. This is slightly higher than the 1.7% figure recorded in the previous month, and the 1.8% average for 2010. The July 2011 results are derived from a review of 14 major agreements* and cover 23,550 employees.

When the parties to these settlements previously negotiated, contract duration averaged 42.4 months and the resulting wage adjustments averaged 3.1%, compared to the 1.9% in their current round of settlements and average contract duration of 48.4 months.

Average wage adjustments were higher in the public sector at 2.2% than in the private sector at 1.5%. The private-sector average was largely influenced by the New Dominion Stores, division of A & P Canada Inc. agreement which provided 4,400 retail employees with an average annual adjustment of 0.5% and the Construction Labour Relations – An Alberta Association which provided 2,500 structural workers with wage gains averaging 2.0%. Of note in the public sector, the Workplace Safety and Insurance Board of Ontario provided 3,600 employees with an average annual increase of 1.9. The Government of Quebec provided 800 employees in the legal classification group (lawyers and notaries) with an average annual adjustment of 3.7%.

Percentage wage adjustments in
major settlements, by month



On a jurisdictional basis, in British Columbia, 700 employees at Finning (Canada), division of Finning International Inc., obtained a 3.5% average adjustment. The lowest average wage adjustment was recorded in Ontario at 1.2% (due mainly to the New Dominion Stores, division of A & P Canada Inc. settlement at 0.5%). In the federal jurisdiction, there was only one major settlement in July; Saskatchewan Telecommunications provided 3,200 employees with an average annual wage increase of 1.9%.

In July, 42.5% of employees received average annual wage increases of 1.0 to 1.9% range; 18.7% of employees received less than 1%. Approximately 25% of employees received wage increases ranging from 2.0 to 2.9% and fewer than 14% of employees received wage increases in the 3.0 to 3.9% range.

Wage adjustments in the first seven months of 2011 (January to July) averaged 1.8%. So far in 2011, average wage adjustments in major settlements have been relatively moderate in comparison to the recent upward trend in the Consumer Price Index (CPI) in recent months (a rate of inflation peaking at 3.7% in May).

** Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

Average annual percentage wage adjustments by month

	2011		
	May	June	July
Sectors			
Public sector	1.5	1.5	2.2
Private sector	2.3	2.3	1.5
All industries and jurisdictions			
Average annual adjustment	1.8	1.7	1.9
Without cost-of-living allowance	1.7	1.7	1.9
With cost-of-living allowance	2.3	2.1	1.7
First-year adjustment	0.5	1.1	1.2
Without cost-of-living allowance	0.5	1.0	1.4
With cost-of-living allowance	0.4	1.6	0.0
Industries			
Primary industries	3.6	n/a	n/a
Utilities	n/a	3.0	2.1
Construction	2.0	n/a	2.0
Manufacturing	1.7	1.7	2.2
Wholesale and retail trade	n/a	2.9	0.9

	2011		
	May	June	July
Industries (continued)			
Transportation	2.5	2.4	2.0
Information and culture	2.8	2.0	1.9
Finance and professional services	n/a	2.5	3.7
Education, health, and social services	1.2	1.1	3.0
Entertainment and hospitality	1.9	1.8	n/a
Public administration	1.5	2.5	2.1
Jurisdictions			
Prince Edward Island	2.5	n/a	n/a
Quebec	2.7	2.3	2.1
Ontario	2.8	1.3	1.2
Manitoba	2.3	2.2	n/a
Saskatchewan	n/a	2.6	2.3
Alberta	1.6	2.6	2.5
British Columbia	1.3	0.8	3.5
<i>Public Service Labour Relations Act</i>	n/a	n/a	n/a
<i>Canada Labour Code, Part I</i>	2.5	2.1	1.9
Federal jurisdiction	2.5	2.1	1.9

Average annual percentage wage adjustments by quarter

	2010		2011	
	3 rd	4 th	1 st	2 nd
Sectors				
Public sector	1.3	1.5	1.2	1.9
Private sector	2.2	1.2	2.2	2.2
All industries and jurisdictions				
Average annual adjustment	1.8	1.5	1.3	2.0
Without cost-of-living allowance	1.8	1.4	1.3	1.9
With cost-of-living allowance	1.9	1.7	3.0	2.1
First-year adjustment	2.4	1.2	0.9	1.2
Without cost-of-living allowance	2.5	1.2	0.8	1.4
With cost-of-living allowance	0.8	0.4	2.9	0.6
Industries				
Primary industries	3.5	3.7	n/a	3.9
Utilities	0.0	2.0	3.0	3.0
Construction	2.3	2.4	n/a	1.9
Manufacturing	1.6	1.5	1.1	1.5
Wholesale and retail trade	1.8	0.7	0.6	2.5
Transportation	2.1	2.2	2.5	2.5
Information and culture	0.9	0.6	n/a	2.0
Finance and professional services	3.6	n/a	2.7	2.6
Education, health, and social services	1.2	1.4	1.0	1.8
Entertainment and hospitality	n/a	2.2	2.0	1.6
Public administration	1.8	1.6	1.7	2.0
Jurisdictions				
Prince Edward Island	n/a	3.4	2.0	2.5
Nova Scotia	1.2	n/a	1.0	1.0
New Brunswick	1.8	1.8	1.5	-0.0

	2010		2011	
	3 rd	4 th	1 st	2 nd
Quebec	1.8	1.2	1.2	2.2
Ontario	2.1	1.3	2.4	1.4
Manitoba	1.2	1.4	1.4	1.9
Saskatchewan	2.9	2.4	n/a	2.6
Alberta	2.7	2.0	1.1	2.6
British Columbia	0.7	1.5	0.2	1.2
Territories	n/a	n/a	2.7	n/a
<i>Public Service Labour Relations Act</i>	n/a	1.7	1.5	n/a
<i>Canada Labour Code, Part I</i>	1.7	2.2	2.6	2.1
Federal jurisdiction	1.7	1.7	2.0	2.1

Average annual percentage wage adjustments by year

	2008	2009	2010	2011
Sectors				
Public sector	3.5	2.5	1.6	1.6
Private sector	2.5	1.8	2.1	2.1
All industries and jurisdictions				
Average annual adjustment	3.2	2.4	1.8	1.8
Without cost-of-living allowance	3.4	2.4	1.8	1.7
With cost-of-living allowance	1.7	2.3	1.9	2.2
First-year adjustment	3.6	2.5	1.8	1.1
Without cost-of-living allowance	3.8	2.6	1.8	1.2
With cost-of-living allowance	1.9	1.9	1.3	0.8
Industries				
Primary industries	4.3	2.5	3.3	3.9
Utilities	2.3	3.0	1.4	2.9
Construction	5.4	3.7	2.4	1.9

	2008	2009	2010	2011
Manufacturing	1.2	1.7	1.5	1.6
Wholesale and retail trade	2.8	1.8	1.1	1.9
Transportation	3.1	1.1	2.2	2.5
Information and culture	2.0	2.0	0.8	1.9
Finance and professional services	2.8	2.5	3.2	2.9
Education, health, and social services	3.8	3.0	1.6	1.5
Entertainment and hospitality	1.9	2.0	2.2	1.7
Public administration	2.7	2.1	1.5	1.9
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	n/a
Prince Edward Island	3.0	3.6	2.7	2.1
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.1	1.2
Quebec	2.4	2.2	1.5	1.5
Ontario	2.6	2.4	2.0	1.6
Manitoba	3.4	2.9	2.1	1.6
Saskatchewan	5.1	5.0	2.4	2.5
Alberta	4.8	4.5	3.5	2.5
British Columbia	2.5	2.8	0.2	0.6
Territories	4.4	2.4	2.2	2.7
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.9	1.3	1.9	2.1
Federal jurisdiction	2.9	1.6	1.7	2.1

Note: Data for 2011 cover the months of January through July.

Average annual percentage wage adjustments by public and private sectors, a chronological perspective since 2001

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.6	2.1	1.8

Note: Data for 2011 cover the months of January through July.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

OTHER DETAILED TABLES

[Other detailed tables](#) (PDF format, 182KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.

Major settlements reached in July 2011

Employer, Location, Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Utilities				
SaskPower province-wide, Saskatchewan International Brotherhood of Electrical Workers (AFL-CIO/CLC) utility workers; powerhouse employees	1,430	1.8	24.0	Dec 31, 2011
Enmax Corporation Calgary, Alberta Canadian Union of Public Employees (CLC) office employees; technical employees	670	2.8	36.0	Dec 31, 2013
2 agreements	2,100	2.1	27.8	
Construction				
Construction Labour Relations – An Alberta Association province-wide, Alberta International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (AFL- CIO/CLC) iron workers	2,500	2.0*	48.0	Apr 30, 2015
1 agreement	2,500	2.0	48.0	
Manufacturing				
XL Lakeside Packers Brooks, Alberta United Food and Commercial Workers Canada (CfW/CLC) production and maintenance employees	2,140	2.7	48.0	Dec 31, 2013
Bridgestone Canada Inc. Joliette, Quebec Fédération de la métallurgie (CSN) plant and maintenance employees	980	1.0*	72.0	Aug 31, 2017
2 agreements	3,120	2.2	55.5	

Employer, Location, Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Wholesale and retail trade				
New Dominion Stores, division of A & P Canada Inc. province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) retail employees	4,400	0.5	50.1	Jul 11, 2015
Finning (Canada), division of Finning International Inc. province-wide, British Columbia International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) service and maintenance employees; warehouse employees	700	3.5	48.0	Apr 14, 2015
2 agreements	5,100	0.9	49.8	
Transportation				
Regional Municipality of Waterloo Kitchener and Cambridge, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) bus drivers; mechanics	550	2.0	36.0	Dec 31, 2013
1 agreement	550	2.0	36.0	
Information and culture				
Saskatchewan Telecommunications province-wide, Saskatchewan Communications, Energy and Paperworkers Union of Canada (CLC) telephone operators; office employees; technical employees	3,200	1.9	35.8	Mar 16, 2013
1 agreement	3,200	1.9	35.8	
Finance and professional services				
Government of Quebec province-wide, Quebec Association des Juristes de l'État (Independent-local) lawyers and notaries	800	3.7	60.0	Mar 31, 2015
1 agreement	800	3.7	60.0	

Employer, Location, Union, Affiliation, and Bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health, and social services				
Saskatoon School Division No. 13 Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) office employees; service employees; maintenance employees	1,040	3.0	32.0	Aug 31, 2013
1 agreement	1,040	3.0	32.0	
Public administration				
Workplace Safety and Insurance Board province-wide, Ontario Canadian Union of Public Employees (CLC) office employees; administrative services employees	3,600	1.9	60.0	Mar 31, 2016
City of Québec City of Québec, Quebec Fraternité des policiers et des policières de la Ville de Québec (Independent-local) police officers	800	1.7	96.0	Dec 31, 2014
Regional Municipality of Wood Buffalo Fort McMurray, Alberta Canadian Union of Public Employees (CLC) inside and outside employees	740	3.5	36.0	Dec 31, 2013
3 agreements	5,140	2.1	62.2	
TOTAL				
2 agreements with the cost-of-living allowance	3,480	1.7	54.8	
12 agreements without the cost-of-living allowance	20,070	1.9	47.4	
14 agreements in total	23,550	1.9	48.4	

*** Cost-of-living allowance**

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Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

Major work stoppages

Involving 500 or more employees, from August 26 to September 8, 2011.

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
College Employer Council (representing Ontario Colleges of Applied Arts and Technology) Province-wide, Ontario Ontario Public Service Employees Union 8,000 employees (support workers)	Wages, Benefits	Strike (September 01, 2011)	
McGill University Montréal, Quebec Public Service Alliance of Canada 1,617 employees (non-academic casual employees)	Pension plan, Benefits	Strike (September 01, 2011)	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 employees (steelworkers)	Pension plan	Lockout (November 07, 2010)	

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—Update
- Major work stoppages—Update

For more information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

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